



Disability Equality Index: Business Engagement

August 2018

DEI Overview



The DEI is a collaborative partnership between the American Association of People with Disabilities (AAPD) and Disability:IN (formerly USBLN).

It is an **annual benchmarking tool** for disability inclusion within Am Law 200 and Fortune 1000 companies.

The DEI **educates the business community on disability inclusion** best policies and practices.

The DEI also **guides people with disabilities in choosing businesses** that are authentically committed to providing a supportive work environment.

2019 DEI Categories

- Culture & Leadership (30 points)
- Enterprise-Wide Access (10 points)
- Employment Practices (40 points)
- Community Engagement (10 points)
- Supplier Diversity (10 points)
- Non-U.S. Operations (non-weighted)

2019 DEI Evaluation (slide 1 of 2)

Culture & Leadership (NO CHANGES)

- **Culture:** Formal statements, Employee Resource Groups, Hiring Goals (20 points)
- **Leadership:** Internal Advocacy and Support, Executive Sponsorship, Public Statement and Performance Metrics (10 points)

Enterprise–Wide Access

- Communication Support Systems, Emergency Procedures, Physical Accessibility, Electronic Accessibility, Training and Support for Accessibility Requests (10 points)

Employment Practices

- **Benefits (NO CHANGES):** Counseling services, Short and Long-Term Disability Benefits (10 points)
- **Recruitment:** Outward Statements, Recruitment, Accommodations, Proactive Efforts (10 points)
- **Employment, Education, Retention & Advancement:** Awareness & Supervisory Training, Self-Identification Processes (10 points)
- **Accommodations:** Formal policies, Communication Practices, Funding, Off-site Meeting Accessibility (10 points)

2019 DEI Evaluation (slide 2 of 2)

Community Engagement

- **Community Engagement:** Philanthropy, Public Impact, Feedback Programs (10 points)

Supplier Diversity

- **Supplier Diversity:** Evaluating supplier diversity practices that fully include and utilize disability owned, veteran–disability owned businesses and service-disabled veteran owned businesses (10 points)

Non-U.S. Operations (non-weighted)



**In employment
there are 2 equal
customers:
Supply Side &
Demand Side**

**THE AIM OF
MARKETING**
is to know and
understand
THE CUSTOMER
so well the product or
service fits him and
sells itself.

- Peter Drucker



2018 “Best Places to Work for Disability Inclusion” (slide 1 of 2)

100%			
3M Company	Brown-Forman Corporation	GlaxoSmithKline plc	Merck
Accenture	Capital One Corporation	Goldman Sachs & Co.	Microsoft
Aetna	Cargill	Health Care Service Corp.	Northrop Grumman Corp.
AMC Theatres	Centene Corporation	Hewlett Packard Enterprise	Old National Bank
Ameren Corporation	Cigna	Highmark Health	Pacific Gas & Electric
American Airlines	Comcast NBCUniversal	HP Inc.	PNC Financial Services, Inc.
American Electric Power	Corning	Huntington National Bank	Proctor & Gamble
Anthem, Inc.	CVS Health	Intel Corporation	Prudential Financial
Aramark	Dell Inc.	JPMorgan Chase & Co.	PwC
AT&T	Deloitte	Kaiser Permanente	Qualcomm, Inc.
BAE Systems, Inc.	Delta Air Lines, Inc.	KPMG	Southern Company
Bank of America	DTE Energy	L'Oréal USA	Spaulding Rehabilitation
Baylor Scott & White Health	DuPont	Lincoln Financial Group	Network
Biogen	Express Scripts	Lockheed Martin	Sprint Corporation
Blue Cross Blue Shield of Michigan	EY	ManpowerGroup	State Street Corporation
BMO Harris Bank	Facebook	Mastercard	Synchrony
Boehringer Ingelheim USA	Fidelity Investments	Mayo Clinic	T-Mobile
Booz Allen Hamilton	FINRA	Medtronic	TD Bank
Boston Scientific	Florida Blue	Meijer	
	Freddie Mac		
	General Motors		

2018 “Best Places to Work for Disability Inclusion” (slide 2 of 2)

100% (cont.)

The Boeing Company
The Dow Chemical
Company
The Hartford Financial
Services Group, Inc.
The Walt Disney Company
Thermo Fisher Scientific
Thomson Reuters
Travelers
Tufts Health Plan
U.S. Bank
United Airlines
Verizon
Walgreens
Walmart Inc.
Wells Fargo
Whirlpool Corporation

90%

AXA
Bristol-Myers Squibb
Company
Cisco
DXC Technology
Johnson & Johnson
M&T Bank
MassMutual
McKesson Corporation
MetLife
Nielsen
Northern Trust
Northwestern Mutual
OppenheimerFunds, Inc.
PPL
Quest Diagnostics
Raytheon Company
Royal Caribbean Cruises
Ltd.
Sodexo

Southern California Edison 80%

Step toe & Johnson LLP
Unilever U.S.
UPS
Voya Financial
Amazon.com
Choice Hotels
CSX Transportation, Inc.
Entergy
Ford Motor Company
Monsanto Company
Norfolk Southern
Corporation
Southwest Airlines
USAA
United Technologies
Corporation
Unum Group
W.W. Grainger

Questions?

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